

CORPORATE SUSTAINABILITY POLICY

At STV, we are committed to minimizing our environmental footprint and fostering a more sustainable future.

Sustainability is at the core of everything we do, from the innovative solutions we design to the responsible business practices we implement. We actively work to strengthen our commitment in all areas, and we recognize there is always room for improvement. We empower our employees to be sustainability champions, collaborating with clients and communities to deliver projects that create a lasting legacy for generations to come.



Our Operations

- **Eco-Conscious Offices:** We prioritize leasing offices with green building certifications such as Leadership in Energy and Environmental Design (LEED), minimizing our operational environmental footprint.
- **Green Commutes:** Strategically located offices near public transportation, coupled with pre-tax commuter benefits, reduces our corporate carbon footprint and promotes employee wellbeing by encouraging alternative modes of transportation such as walking or biking.
- **Responsible Waste Management:** We partner with specialty recycling programs to follow safe and environmentally responsible disposal efforts of electronic equipment at the end of the useful life. When relocating offices, we frequently partner with decommissioning teams to assess, sort, and recycle or repurpose office materials and e-waste.
- **Energy Efficiency:** All offices leverage Energy Star certified appliances and equipment for optimal energy use.
- **Water Conservation:** Most offices implement water-saving measures like low-flow fixtures to significantly reduce our corporate water consumption.



Our People

- **Diversity and Inclusion:** STV fosters a diverse and inclusive workplace for all, promoting equal employment opportunities throughout all aspects of employment, from hiring through career development programs.
- **Building our Culture:** We reinforce our culture of diversity, respect, and equity in which all our employees are empowered to be their true selves, both professionally and personally through Employee Resource Groups.
- **Investing in Talent:** Prioritizing the professional growth of early-career talent is key; our Internship, Early Career, and Continuing Education Programs empower emerging professionals with valuable skills for career advancements.
- **Employee Recognition:** Recognizing the importance of employee contributions towards business objectives, mentoring, and industry leadership, we celebrate these achievements through our Pathways to Excellence program.
- **Leadership Development:** We offer comprehensive development programs that empower leaders and enhance expertise at all levels, promoting topics such as project management, people management, and strategic leadership.
- **Industry Certifications:** STV empowers employees to pursue and maintain industry certifications by providing funding and promoting its application and knowledge integration across our business operations.
- **Wellbeing Investments:** While navigating both work and life goals, the wellbeing of our employees is supported with exceptional benefits including paid time off, infertility coverage, gender transitioning coverage, parental leave, as well as physical and mental health resources.



Our Governance

- **Ethical Foundations:** We are committed to the highest ethical and business integrity standards; our code of conduct guides our decisions and fosters a culture of compliance.
- **Committed Leadership:** Our leadership actively champions corporate sustainability initiatives and spearheads industry roundtable discussions to advocate for best practices while driving positive changes.
- **Equitable Collaboration:** Demonstrated through our proud commitment to the Equity in Infrastructure Project (EIP) Pledge, STV works to enhance how we engage with clients, partners, and communities. We actively work to reduce barriers faced by underrepresented businesses, paving the way for a more sustainable and inclusive future for infrastructure projects.
- **Community Engagement:** We foster a collaborative community through open communication with clients, partners, and communities, working together to understand our impacts and create shared successes.
- **Continuous Improvements:** We regularly review and update our sustainability goals and targets to stay aligned with evolving business priorities, regulations, industry standards, and best practices.

Sincerely,

Greg Kelly, PE
President & Chief Executive Officer



Making Communities Better.